Volume 9, Number 21 December 17, 1994-January 13, 1995

UCSF Newsbreak

Leon King, Gina Jones, Lloyd "Holly" Smith to receive Martin Luther King Jr. Awards

By ALLEN J. BALDERSON

One of the main highlights of UCSF's annual Martin Luther King Jr. Celebration is the bestowing of the MLK Awards to three campus members. The recipients, all exemplifying the meaning of this year's celebration theme — "Nonviolence in Action: Empowering Future Generations to Serve," are Leon King, director, Nutrition & Dietetics; Gina Jones, third-year School of Pharmacy student; and Lloyd H. Smith, associate dean, School of Medicine.

The entire campus is invited to join Chancellor Martin in recognizing the honorees at a reception on Tuesday, January 17, from noon to 1:30 p.m. in Cole Hall.

Leon King has been the director of Nutrition & Dietetics since his arrival at the Medical Center in 1981. Besides his extensive efforts to improve UCSF's affirmative action policies, he has served on the Campus Community Outreach Program, which developed agreements with neighborhood agencies to provide training and employment to minority groups. He has been a member of the Chancellor's Affirmative Action Program Review Board, the Chancellor's Advisory Committee, and an assessor in the Management Training Program for women and minorities. King also is an active member of the Black Caucus and sits on the Advisory Board of the San Francisco School of Business and Commerce, which provides vocational training for ethnic students.

Gina Jones

King is one of the founders of a successful program between the Third Baptist Church of San Francisco and Temple Emanu-El, which provides after-school tutoring. He also coordinated the Third Baptist Church's summer school sessions for students who find it difficult to achieve academically.

Gina Jones is known by her classmates and members of the UCSF Black Student Health Alliance as someone who makes great efforts to unite, educate and strengthen the African-American communities both on campus and throughout the city. Former president of the BSHA, Jones helped plan BSHA's first annual health fair last spring and helped organize last year's MLK Week Cultural Festival. In 1992, Jones initiated a tutorial program with the S.R. Martin College Preparatory School in San Francisco. "This primarily is for Oakland and inner-city San Francisco children in the 6th through 12th grades who want to escape gang violence in their schools and be part of a safer, independent learning environment," says Jones. A member of the Chancellor's Advisory Committee on the Status of Women, she is national vice president of the Student National Pharmacy Association. Jones now is doing her residency at Kaiser in Sacramento.

Allen J. Balderson

Two of the three MLK Award winners: (left) Leon King and Lloyd H. Smith.

Serving as chair of the Department of Medicine for 21 years, Lloyd "Holly" Smith became associate dean for Admissions and Special Projects in the School of Medicine in 1986. In this capacity he oversaw the admissions committee through one of its most successful periods. In fact, through his diligence and direction, the School of Medicine in 1987 enrolled the highest number of underrepresented minority students in its history. During the following six years, UCSF ranked either first or second nationally in its minority student recruitment, with the exception of the traditionally African-American medical schools. In 1993, this culminated with UCSF ranking first nationally in both the percentage of underrepresented minority students enrolled and "medical student selectivity," which is a measure of the difficulty of gaining admission.

A member of the campus community for 30 years, Smith says, "One of the most rewarding things I've witnessed over the past generation is growth and diversity in the UCSF student body, and more slowly, but still importantly, in the faculty."

The MLK Awards reception is just one of many events the campus is sponsoring the week of January 16 to honor Dr. King. Try to take time out from your work week to enjoy some of these events occurring at various campus sites:

Tuesday, January 17

♦ Community Seniors Day at Mount Zion. Noon-1 p.m. Mount Zion Cafeteria. Senior

(See **MLK** *on page 2)*

SFGH helps in gang mediation

Fitting into the spirit of Dr. King as well as the holidays — peace, goodwill ... and nonviolence — comes a story out of SFGH. The Violence Prevention Task Force last month participated in gang mediation between two Mission gangs.

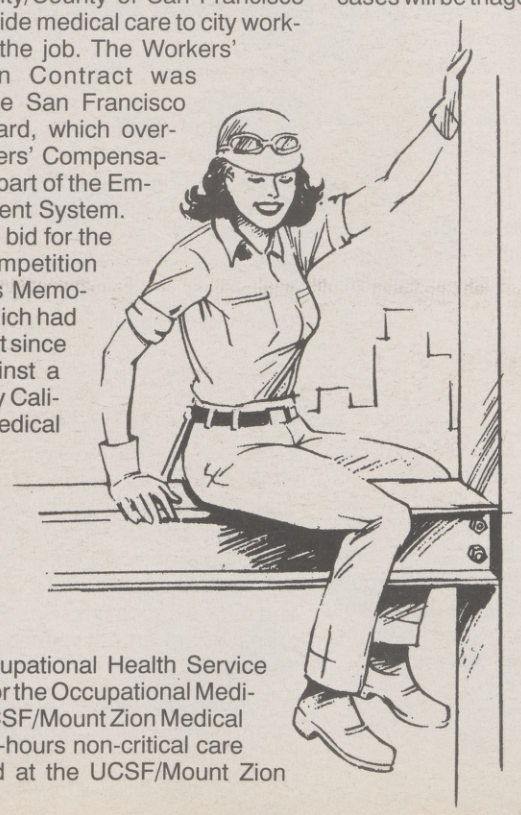
The mediation group included representatives from the Real Alternatives Program and the Bernal House Dwelling, and UCSF's Howard Pinderhughes from Social & Behavioral Sciences and Michael Rodriguez from Family & Community Medicine at SFGH, who heads SFGH's Violence Prevention Task Force. Rodriguez also is associate director of the Pacific Center for Violence Prevention. Through these various affiliations, Rodruguez has spoken with several people who are involved with gang outreach. "I suggested to them that our Task Force might be able to help in mediating between gangs," he says.

The gangs were interested in talking. They arrived at SFGH on November 18, and that same day signed a peace resolution which brought an end to their conflict. "This clearly shows that SFGH is actively involved in preventing violence and promoting peace," Rodriguez says.

SFGH and UCSF awarded workers' compensation contract

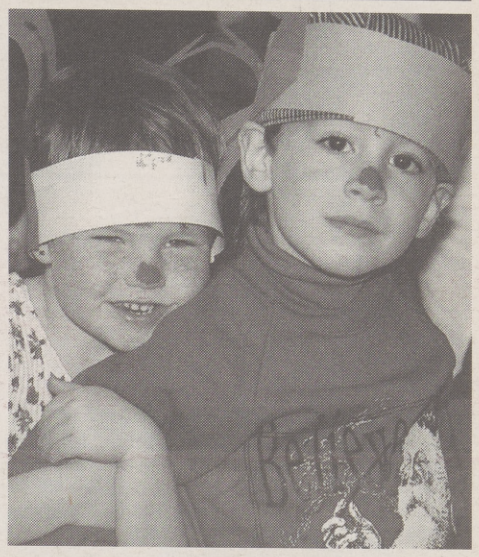
SFGH and UCSF, in collaboration, have been awarded the City/County of San Francisco contract to provide medical care to city workers injured on the job. The Workers' Compensation Contract was awarded by the San Francisco Retirement Board, which oversees the Workers' Compensation Division, a part of the Employee Retirement System.

SFGH/UCSF bid for the contract in competition with St. Francis Memorial Hospital, which had held the contract since 1973, and against a joint proposal by California Pacific Medical Center and St. Luke's Hospital.



Workers who are injured on the job will be provided medical care either at the Occupational Health Service Clinic at SFGH or the Occupational Medicine Clinic at UCSF/Mount Zion Medical Center. All after-hours non-critical care will be provided at the UCSF/Mount Zion Emergency Department. All trauma and burn cases will be triaged according to City/County Emergency Medical Systems protocol.

"We are very pleased to have been awarded the contract," says Sandra Hernandez, director of the San Francisco Department of Public Health. "SFGH and UCSF have demonstrated over many years that we have the expertise, the skill and the commitment to provide quality medical care to our city employees. Now, with the awarding of this important contract, we are demonstrating that we have the knowledge and skills to deliver expert care while controlling costs. We have the opportunity to bring in revenue for the hospital while saving the city taxpayers dollars with careful case management."



Page 6 ... Campus gets into the holiday spirit

Ask Chancellor questions at town hall meetings

Would you like to discuss current issues facing the campus, such as salary increases and budget problems? Do you know what's in store for UCSF down the line, for example how can the campus satisfy its space needs, especially now that lease negotiations with the Presidio have ended? (See story below.)

Chancellor Joseph Martin and three vice chancellors — Dorothy Bainton, Steve Barclay and Bruce Spaulding — will meet with employees in informal town hall settings during the month of January to discuss these topics and many more. Because many employees who work in satellite locations find it difficult to travel to Parnassus, meetings have been scheduled at different sites. The meetings are as follows:

♦ Friday, January 6: Rm. 126, Mission Center

♦ Monday, January 9, Herbst Hall, Mount Zion (Bill Kerr, director of the Medical Center, also will speak)

♦ Thursday, January 12: Carr Auditorium, SFGH

♦ Friday, January 13: Toland Hall.

The town hall meetings will be structured in such a way as to allow ample time for employees to ask general questions about UCSF or on their specific worksites. The meetings are sponsored by the Chancellor's Staff Advisory Committee (SAC), Academic Business Officers' Group (ABOG), the UC Council and the Council of Minority Organizations (COMO).

Letterman lease negotiations end

Due to conflicting economic considerations, UCSF and the National Park Service have been unable to reach a lease agreement for the former Letterman Army Hospital complex in the Presidio. Therefore, negotiations have been discontinued.

Although discussions have been ongoing since July, major differences remained between the positions of each party. The Park Service and UCSF agreed to discontinue the talks in order to allow each side to pursue alternative plans.

"Both groups negotiated in good faith and with a commitment to protecting the public interest," said Vice Chancellor Bruce W. Spaulding. "In the end, we were unable to reach an agreement that satisfied the needs and responsibilities of both parties. We have concluded that continued discussions would be non-productive."

The end of the negotiations with the Park Service will not alter UCSF's planning schedule for other space options.

In the next few months, UCSF hopes to complete the process of selecting a site for a 100,000-square-foot laboratory building to provide short-term relief for the campus space shortage. In August, UCSF announced the selection of two finalists for the development — the Executive Park Project in San Francisco, adjacent to Candlestick Park, offered by Tuntex USA and a site on the SFGH campus submitted by the City and County of San Francisco.

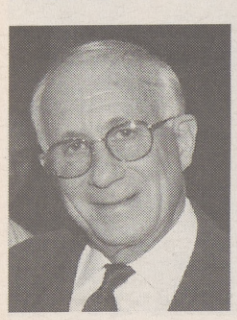
The 100,000-square-foot laboratory building will be developed in conformance with UCSF's 1982 Long Range Development Plan, which continues to guide campus planning during the ongoing preparation of a new LRDP.

As part of UCSF's new Long Range Development Plan, which will guide growth and planning over the next 15 years, the campus

(See **LETTERMAN** *on page 2)*

Gazette

Honors & Awards



Glick

James M. Glick, orthopaedic surgery, UCSF/Mount Zion: 1994 UCSF/ Mount Zion Distinguished Alumnus.

John A. Kerner, ob/gyn & reproductive sciences: Outstanding Service Award, UCSF/Mount Zion.

Barber

Diane L. Barber, stomatology: Established Investigatorship Award, Research Committee of the American Heart Association.

Anh Le, Vietnamese Community Health Promotion Project: Contibutor, 1995 US Surgeon General's Report on Smoking and Health.

Kerner

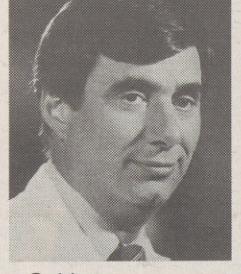
Judith Luce, oncology & medicine, SFGH and CRI; **Raymond L. Weisberg,** medicine: Reelected to the board of directors of the American Cancer Society, San Francisco Unit.

Wing K. King, medicine: Honored by the Chinese Medical Association and the Chinese Assocation on Smoking and Health.

King

Rudi Schmid, international relations & medicine: Member, Task Force on Research Priorities, National Academy of Sciences/National Research Council Commission on the Future of Space Science; member, German-American Academic Council.

Appointments

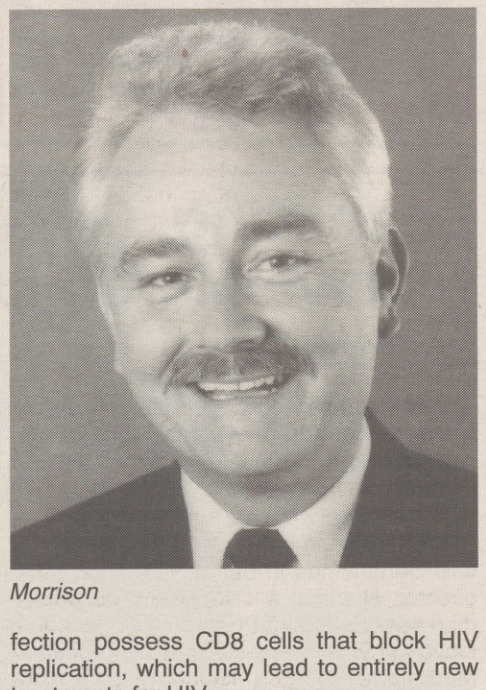


Goldman

Lee Goldman: Appointed chair, Department of Medicine. He comes to campus after serving as professor of medicine at Harvard Medical School and vice chair and medical director of the Department of Medicine at Brigham and Women's Hospital of Boston. Goldman first came to UCSF in 1973 to perform an internship and a residency. He is a noted scholar and has considerable experience in health care reform and the restructuring of clinical services. In addition to his other duties, Goldman will serve as associate dean for clinical affairs. As such, his expertise will be added to the campus, School and Medical Center initiatives that are currently underway.

Levy and Morrison honored by AmFAR on World AIDS Day

Levy



Morrison

On December 1, World AIDS Day, Jay A. Levy and Clifford L. Morrison were honored by the American Foundation for AIDS Research (AmFAR) for their work fighting AIDS and the challenges facing people with HIV. The awards were presented during a luncheon at the United Nations in New York City.

Levy, professor, medicine and research associate, Cancer Research Institute, received AmFAR's Award of Distinction for his innovative and consistent contributions to AIDS research. One of the first researchers to isolate HIV, he recently presented research that paves the way for developing and testing HIV vaccines using animals. His research exploring the question of natural immunity revealed that long-term survivors of HIV infection possess CD8 cells that block HIV replication, which may lead to entirely new treatments for HIV.

Morrison, director of clinical services, Epidemiology and Prevention Interventions Center, SFGH, received AmFAR's Award of Courage for his dedicated and compassionate caregiving to individuals with HIV/AIDS. He established the first dedicated inpatient unit for people with AIDS, which became a model for care that has been replicated nationwide. His energetic advocacy of AIDS-related issues has influenced health care policy at the national, state and local levels. Morrison also works as a volunteer caregiver in his off hours.

UCSF closes CPRT; Chancellor finds State Auditor's report "too harsh"

By BILL GORDON

Last month, the campus closed the Center for Prehospital Research and Training (CPRT) due to a lack of research funds not because of the State Auditor's report on the CPRT's mismanagement, according to Chancellor Martin. In fact, UCSF had closed the CPRT before receiving the State Auditor's report.

UCSF admits that mistakes were made in the case of the CPRT and corrective actions already had been taken before receiving the report. "UCSF took the investigation seriously and thoughtfully considered each and every finding and issue raised by the review," said Chancellor Martin.

The overall findings of mismanagement and improper activities generated the campus' own review to assess the need for additional corrective action and to ensure that the problems do not surface in other areas. The findings also made the campus realize that there is a need for more formalized training of campus leadership to address managerial responsibilities and accountability.

Martin noted that the separate review conducted by the accounting firm of Coopers & Lybrand retained by UCSF failed to corroborate all of the findings in the State Auditor's review.

"We are disappointed in the State Auditor's report which is unduly harsh in its criticism of the campus and fails to take into account a series of errors and omissions in their investigation that the campus had pointed out," he said.

UCSF's audit staff met with the State Auditor's office and offered to continue to work with them so that the outstanding issues could be reconciled, but they refused the University's offer.

According to Martin, UCSF cooperated fully in the investigation, providing over 2,000 hours of the campus audit staff's time to provide information and assist in the investigation.

While the campus acknowledged that the Coopers & Lybrand review corroborated some of the management problems at the CPRT, it disagrees with the State Auditor's characterization of it being "grossly mismanaged."

The campus has assured donors to the CPRT and Foundation for Medicine that all restrictions to donor funds have been met, and the Coopers & Lybrand review corroborates that all funds have been used for the purposes for which they were donated.

The State Auditor's report raised concerns on less than 2.5 percent of a program total in excess of $4 million in revenues. The campus disputes the amount at issue and only concedes that $2,200 is unaccounted for. Martin said that if any repayments are due any of the CPRT contracts, it would be a fraction of the amount identified by the State Auditor's report.

Letterman *(from page 1)*

continues to study sites in Alameda, Brisbane and San Francisco as possible locations for a second major campus site.

Meanwhile, the National Park Service announced on December 7 that it had landed its first major tenant at the Presidio — the Tides Foundation. This non-profit organization will manage a center for sustainable development in a portion of the old Letterman Army Hospital. The Tides Foundation's plan is considerably smaller than UCSF's proposal, which involved more than one million square feet of space and hundreds of millions of dollars.

And just last week, the Pentagon suddenly announced that it would pull the last soldiers — the Sixth Army — out of the Presidio four years earlier than originally planned. The Park Service was counting on the Army to occupy nearly 1,480 acres, hundreds of buildings and patrol the post with military police. But, more importantly, this leaves a big financial gap that the Park Service at this time is not able to fill. Unless the Pentagon reverses its decision, the Park Service will be stuck with an empty installation which carries with it a $25 million annual operating budget.

"Trials Search" clarification

In the November 12 issue of *Newsbreak* as part of our AIDS wrap-up, we inadvertently forget to mention that "Trials Search," the computer database that matches HIV-infected patients to available clinical trails in the Bay Area, was originally developed by the Institute for HIV Research and Treatment at Davies Medical Center and was not produced by the Community Consortium until this year.

MLK *(from page 1)*

centers from around the city have been invited to the hospital for a celebration of Dr. King.

♦ Tables of Unity at SFGH. Representatives from a variety of SFGH employee groups will have information booths, plus there will be a cake-cutting ceremony. 11 a.m.-1:30 p.m. Second floor hallway of the main hospital. Co-sponsored by CHEARS.

Wednesday, January 18

♦ Multicultural Festival. 11:30 a.m. to 1:30 p.m. Millberry Union gym. Will feature ethnic foods, entertainment, cultural displays and community information on youth programs. Entertainment will include African-American storyteller Diane Ferlotte, Philippine traditional dance group Barangay, a video of Dr. King, a fashion show featuring students and staff in traditional cultural dress, as well as gospel music.

♦ SFGH panel discussion on "Nonviolence in Action: Empowering Future Generations to Serve." 11:30 a.m.-1:30 p.m. Carr Auditorium, SFGH. Panelists will include Michelle Clark, associate clinical professor, psychiatry; Denise Rodgers, chief of staff and Family & Community Medicine, SFGH; and Howard Pinderhughes, fellow, Institute for Health Policy Studies and Social & Behavioral Sciences.

♦ "Preventing Firearm Violence." Noon-1 p.m. HSW 300. A Brown Bag Lecture discussion by Michael Rodriguez, associate director, Pacific Center for Violence Prevention; professor, Family & Community Medicine at SFGH; and head, SFGH's Violence Prevention Task Force.

♦ Children's Day at Mount Zion. Noon-1 p.m. Mount Zion Cafeteria. Several elementary and middle schools throughout the city have been invited to this noon-time celebration of Dr. King's life.

Thursday, January 19

♦ "Before Martin there was Mary: The Mysteries of Mary Ellen Pleasant." Noon-1 p.m. Toland Hall. Artist and educator Susheel Bibbs will unravel much of the mystery surrounding the life of Pleasant, who began her life as a slave, became a civil rights leader, and later a successful San Francisco entrepreneur and an activist for women's rights and equality.

♦ Eugene Washington at Mount Zion. Noon-1 p.m. Herbst Hall. Eugene Washington, chief of Ob/Gyn and Reproductive Sciences at UCSF/Mount Zion, will discuss this year's theme.

♦ "Resolving Conflict Without Drawing Blood." Noon-1 p.m. Rm. 125 Mission Center. A discussion by Sylvia Haskvitz, communication trainer for the Center for Nonviolent Communication.

Friday, January 20

♦ Noon-1 p.m. Cole Hall. Joseph E. Marshall Jr., executive director and co-founder of the Omega Boys Club of San Francisco will present the MLK Jr. Keynote Address. The Omega Boys Club is a youth organization that emphasizes academic achievement and no drug involvement. Marshall, through the Omega Boys Club Scholarship Fund, has helped send more than 100 young men and women to college.

♦ Mount Zion Day. Noon-1 p.m. Mount Zion Cafeteria. Entertainment by The Zion Gospels, the Mount Zion Filipino Club and several other groups.

Martin Luther King, Jr. Week is sponsored and organized by the members of the 1994-95 Martin Luther King, Jr. Commemoration Week Coordinating Committee.

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UCSF psychiatrist uncovers rampant sex in the Civil War

By ALLEN J. BALDERSON

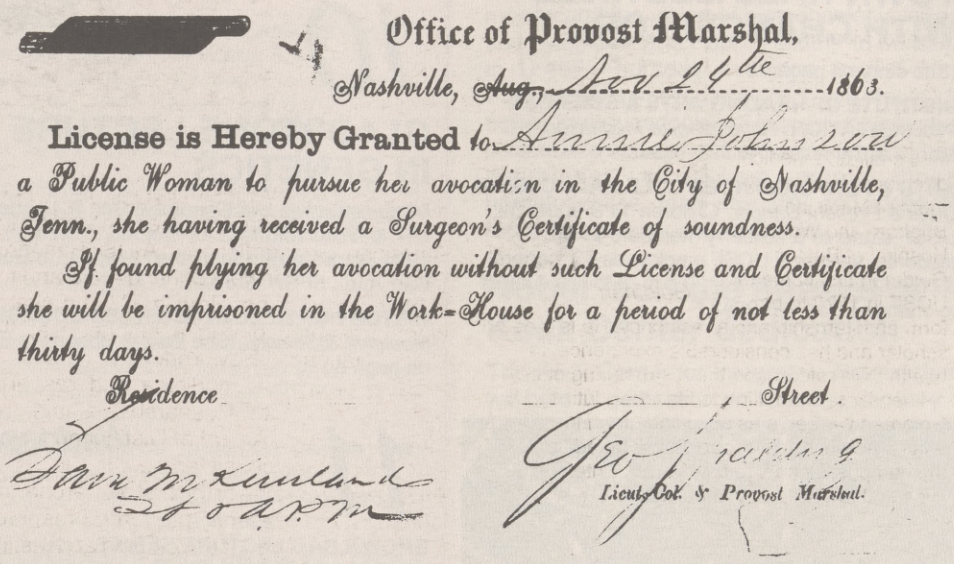
When you think of the Yanks and the Rebs battling in a war that helped create our country, sexual misconduct seems inconsistent with their dramatic heroism. But, yes indeed, there was sex during the Civil War. And according to UCSF psychiatrist Thomas P. Lowry, it not only happened, "but in profusion, with all its variant manifestations."

In his book, *The Story the Soldiers Wouldn't Tell: Sex in the Civil War,* Lowry tells all, or as much as he could uncover over the last several years of research. "I became interested in the subject about 11 years ago after I did a family history. I found that I had five or six ancestors who had served in the Union Army," says Lowry. "Almost all of them were killed or injured in the war." Lowry says he became interested in the lot of the common soldier.

"There were a few books on the subject by historian Bell Wiley," he explains. "In one of them he made a statement that the sexual history of the Civil War would never be written, the chief reason being that the Victorian Age followed the war and most of the material was destroyed. I took that challenge."

Researching his book for one or two hours a day for the last 10 years, Lowry managed to track down footnotes in all six of Wiley's books, which led him to several personal diaries and many letters with references to sex. (Many a working historian of the war era has come across diaries with pages torn out, a string of letters with an obvious break, or a suggestive reference in a memoir that is left to one's imagination.) "I also made acquaintance with many civil war historians — many of them said something to the effect, 'I've been saving letters on this matter for so long, why don't I just send them to you.'" This finally led Lowry to Robert Krick, chief historian at Frederiksburg National Military Park, who invited him to Virginia to look at his files. Lowry's tenacity was worth it. "It was like Christmas," he says.

National Archives



Office of Provost Marshal,

Nashville, ~~Aug.~~ Nov. 24 1863.

License is Hereby Granted to Annie Johnson 2nd a Public Woman to pursue her avocation in the City of Nashville, Tenn., she having received a Surgeon's Certificate of soundness.

If found plying her avocation without such License and Certificate she will be imprisoned in the Work-House for a period of not less than thirty days.

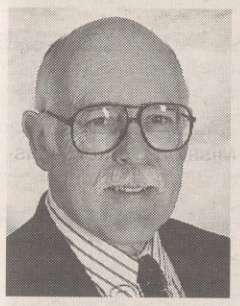
Residence ____ Street.

Dan McKinlay 24 Ohio

Geo Spaulding

Lieut-Col. & Provost Marshal.

Clockwise from top, the "Female Venereal Hospital" in Nashville (historians note that because white women are doing the laundry, they are likely to be prostitutes detained for treatment); an unfortunate Civil War soldier with the scabs and lesions associated with the latter stages of syphilis; Anna Johnson's prostitute license issued by the US Army.



Thomas Lowry

Americans of that era had a vague notion of what sexuality was all about thanks to a plethora of pamphlets and manuals which were short on real information. Armed with these guides, our men in gray and in blue went off to war, followed by thousands of prostitutes who flocked to the cities and army camps. With them came disease, mainly syphilis.

Trying to curb prostitution

According to Lowry, the Union Army's way of curbing prostitution in 1863 in Nashville (where 30 percent of the soldiers had venereal disease) was to run a legalized prostitution program. To ply one's trade, you needed a license from the Army, which cost about $2, and a weekly health certificate. The Army provided one doctor, who did nothing but examine prostitutes for venereal disease. If the woman didn't pass the examination, she was sent to a female hospital that the Army established where she was kept under armed guard and was not allowed to leave until she was pronounced cured.

"There was a second hospital a few blocks away called The Hospital for Syphilitic Soldiers," says Lowry. "It was an old high school the Army took over to make into a hospital."

The Army also had attempted to ship all of the prostitutes out of Nashville. "One such endeavor was The Steamboat Idahoe," says Lowry. "It was used to ship 111 women to Louisville. However, the telegraph was functioning at that time in history, and crowds of men greeted them in Louisville. Many of the men were trying to swim out to the boat to greet them. But, the main military commander would not allow the boat to dock."

Lowry says that the boat paddled its way up and down the river for two months. No one would let them ashore. The boat ended up back in Nashville, exactly where it began its journey. "The women really trashed the boat," says Lowry. "They were really upset about not being let off. And the captain of the boat, Captain Newcomb, ended up with the responsibility to feed them." Lowry adds as an aside that it took Captain Newcomb two-and-one-half years to get reimbursed by the Secretary of War. And he had to go personally to Washington to accomplish that.

Homosexuality?

Homosexuality also existed, but the records Lowry found had very few references. "The best documented story is about Walt Whitman and his affairs in hospitals in Washington, DC. And there are records on two pairs of sailors who were tried for 'that infamous crime against nature,'" says Lowry.

There were 100,000 court–martials on the Union side alone during the time, according to Lowry, and a few of them were for homosexual conduct.

There were also about 500 or more women who posed as men to serve in the armies.

California troops had the highest rate of VD in the war, a hefty 46 percent, according to Lowry. "When people were sick with VD, they were really sick — running sores, bent over." The men were treated with many different remedies, none of them effective. "They used salts of mercury, mercury vapor baths, which induced mercury poisoning, sarsaparilla, and a thing called black draught — kind of like a snake oil back them." Intraurethral injections of zinc sulfate also were used, and the men were forced to vomit. "They also externally applied chloroform," says Lowry. "A few men lived long enough, into their 80s to be treated with penicillin, around 1944.

"I'm not sure what this means, but I'm 62 years old, I've written five medical books which are all out of print, and this is my one and only successful book."

Perhaps we should just rely on a *New York Times* review, which said in part, "Dr. Lowry has laid out an impressive banquet of facts and salty anecdotes. Writing with both medical knowledge and a physician's detachment, he has produced an upright study of a usually prostrate subject."

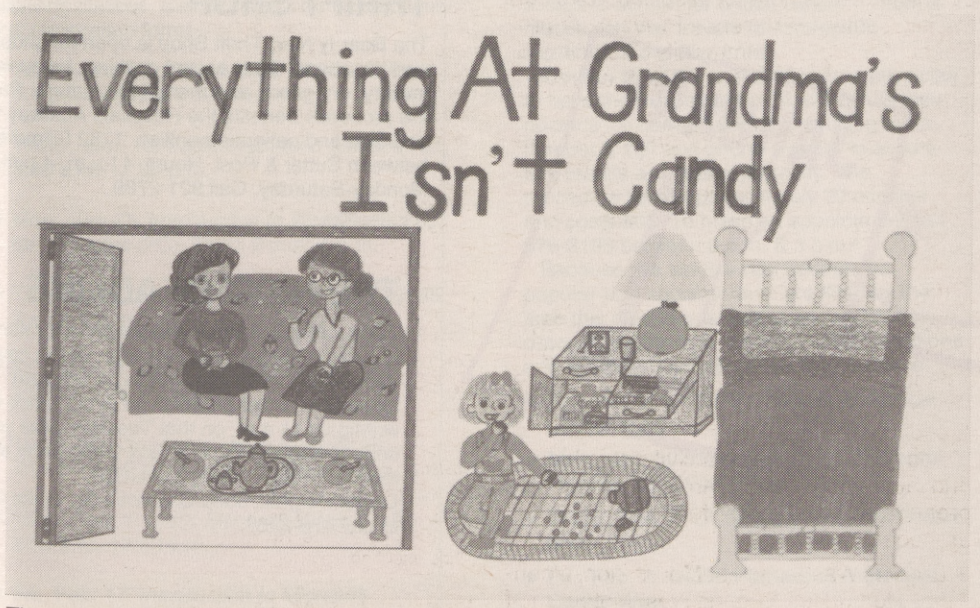
Poison control calendar ... a great gift idea

The San Francisco Bay Area Regional Poison Control Center has a unique holiday gift idea that might help save a child's life. The center is offering what is believed to be the nation's first-ever poison control calendar, with seasonal tips for preventing potentially fatal accidents. The 1995 calendar is illustrated by Bay Area youngsters who have participated in the center's annual poster contests.

Each month carries a different poison prevention message along with a reminder of the hotline number — 800/523-2222 — to call in case of emergencies. In December, for instance, the calendar advises parents to be wary of poisonous decorative plants like mistletoe and holly berry. In May, it encourages parents to keep spring cleaning products out of a child's reach and in July, it provides simple instructions on how to treat bee stings and tick bites.

In addition to being an educational tool, the calendar will help raise funds for the Poison Control Center, which is based at SFGH and staffed by UCSF toxicologists. A $10 donation is suggested for the calendar, which is available at a number of locations.

During the holidays, the Associated Students of the School of Pharmacy are selling the calendar during regular working hours at three sites: the Pharmacy Student Affairs Office in Room U12; the Pharmacy Dean's Office on the ninth floor of the Medical Sciences Building; and the Division of Clinical Pharmacy office on the first floor of the Clinical Sciences Building. The calendar is also available at the SFGH gift shop or can be ordered through the mail by sending a check made out to the center to: Elise Stone, San Francisco Bay Area Regional Poison Control Center, SFGH Building 80, Room 230, 1001 Potrero Ave., San Francisco, CA 94110. For further information, call Stone, the center's health education coordinator, at 206-8554.



The cover of the Poison Control calendar based on a poster by Jin Im, age 9, Edendale School, San Lorenzo. The poster took first place in the 1994 Bay Area Poison Prevention poster contest and was selected as the 1995 National Poison Prevention Poster.

Inside UCSF

How many babies will be born at UCSF on Christmas?

We don't know, but we can tell you that

8 babies

were born at UCSF last year on Chritsmas Day. Six of the little bundles were boys and two were girls. About 1,700 babies are born at UCSF each year.

Source: Erica Lurins, Ob/Gyn & Reproductive Sciences

Today/Tomorrow

17 Saturday

SELF-DEFENSE CLASS FOR WOMEN

Nina Haft, certified self-defense teacher, presents this six-hour class focusing on street-wise personal safety and defense and escape methods. No prior experience or particular physical strength is required. $35/$65. Sponsored by Rape Prevention Education Prog. Millberry Fitness Cntr. 10:30 a.m.-5:30 p.m Call 476-5222 to pre-register.*

IT'S TIME FOR *OZMA*

Ozma of OZ. The Parnassus Players, UCSF's theater group, present this L. Frank Baum story, adapted by Suzan Zeder, as a benefit for the Hospitals Auxiliary. Proceeds will go towards patient amenities. Performances on Dec. 16 and 17 at 7 p.m. in Toland Hall. $8 adults, $5 students and children under 14. Also buy tickets for drawing of $500 travel voucher donated by American Express Travel. Call 476-2542 for advance tickets and information.*

20 Tuesday

NEW EMPLOYEE ORIENTATION: S 214. 8:30-10 a.m. Call 476-1073 to schedule.

Happy Holidays

3 Tuesday

MILLBERRY REGISTRATION

Register for Millberry Fitness Center winter classes with subjects ranging from calligraphy to jewelry making, modern dance to Tai Kwon Do and much more. Registration for Millberry members and students begins on Tues., Jan. 3, and continues on Wed., Jan. 4, for UCSF employees and the general public. Millberry Fitness Desk. 7 a.m.-7 p.m. For more information call 476-1115.*

HISTORY OF HEALTH SCIENCES COURSE: *Medicine & Society.* (See item in Upcoming Events on page 5.)

4 Wednesday

BROWN BAG LECTURE SERIES: *Managing Your Finances in 1995.* Financial planner John K. Beeson offers a clear outline of what can be done to better manage personal finances. Sponsored by Public Service Programs. HSW 300. Noon. Call 476-4394.*

5 Thursday

HISTORY OF HEALTH SCIENCES COURSE: *Literature, Medicine & Public Health.* (See item in Upcoming Events on page 5.)

ARTS & PERFORMANCES COLE HALL CINEMA: *Clear & Present Danger.* Children 14 & under $2; UCSF students & Millberry members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 5:45 & 8:45 p.m. (Movies subject to change.) Call 476-2542.*

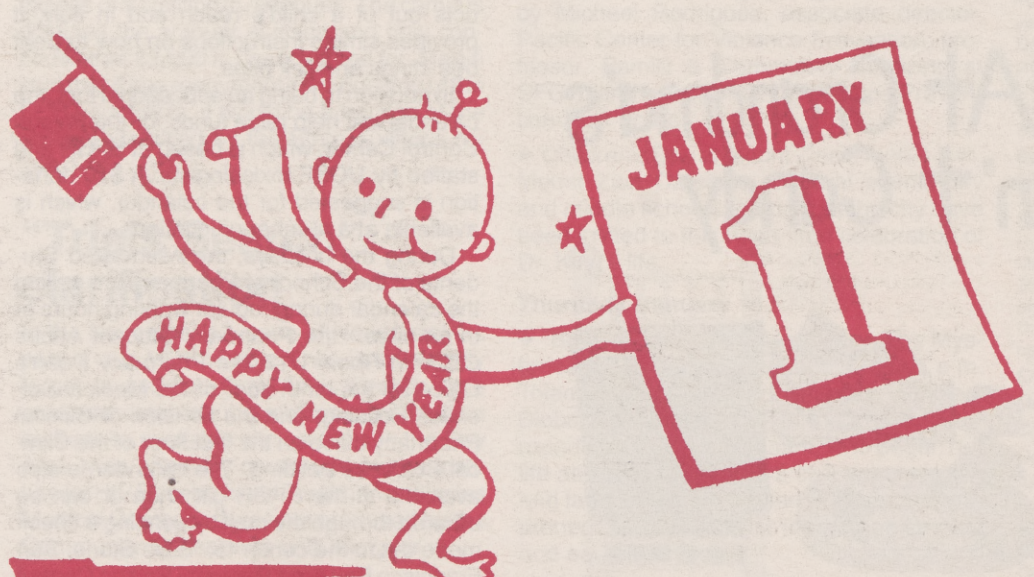
6 Friday

TOWN HALL MEETINGS WITH CHANCELLOR

(See story on page 1.)

INSTITUTE OF HEALING ARTS & SCIENCES PRESENTATION: *Revolutionize Meditation.* KC Mao, Tai Chi master. N 721. Noon.

ARTS & PERFORMANCES COLE HALL CINEMA: *Clear & Present Danger.* Children 14 & under $2; UCSF students & Millberry members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 6:30 & 9:30 p.m. (Movies subject to change.) Call 476-2542.*



7 Saturday

LOW VISION FORUM: Forums are held on the first Saturday of each month. Main foyer, ACC. 11 a.m.-1 p.m. Call Frances Neer at 626-5313 for information.*

9 Monday

UCSF/MOUNT ZION MEDICAL CENTER VOLUNTEER ORIENTATION: To acquaint new & potential volunteers with opportunities available at the UCSF/Mount Zion Medical Center. Herbst Hall, MZ. 9:30-11:30 a.m. Call 885-7353.*

10 Tuesday

GLADSTONE LECTURE IN GENETICS

Mapping Genes and Genomes. Eric S. Lander, Bio., MIT & Whitehead Inst. for Biomed. Research, is the 1994 Gladstone Distinguished Lecturer in Genetics. Carr Aud., SFGH. 3 p.m.*

HISTORY OF HEALTH SCIENCES COURSE: *Medicine & Society.* (See item in Upcoming Events on page 5.)

11 Wednesday

BROWN BAG LECTURE SERIES: *How & Why We Age.* Leonard Hayflick, Anat. & Cell Bio., VAMC, presents 30 years of research and tells the truth about aging. Sponsored by Public Service Programs. HSW 300. Noon. Call 476-4394.*

12 Thursday

DATE RAPE BACKLASH

The Date Rape Backlash: The Media & the Denial of Rape. Presentation of this video in which the origins of the backlash against date rape are traced. Sponsored by Rape Prevention Education Prog. Toland Hall. Noon-1 p.m. Call 476-5222.*

HISTORY OF HEALTH SCIENCES COURSE: *Literature, Medicine & Public Health.* (See item in Upcoming Events on page 5.)

ARTS & PERFORMANCES COLE HALL CINEMA: *The River Wild.* Children 14 & under $2; UCSF students & Millberry members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 5:45 & 8 p.m. (Movies subject to change.) Call 476-2542.*

13 Friday

INSTITUTE OF HEALING ARTS & SCIENCES PRESENTATION: *Reflexology.* Prudence Tiarks. N 721. Noon

ARTS & PERFORMANCES COLE HALL CINEMA: *The River Wild.* Children 14 & under $2; UCSF students & Millberry members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 6:30 & 8:45 p.m. (Movies subject to change.) Call 476-2542.*

DEVELOPMENT & TRAINING

For further information call 476-4032.

Contracts & Grants Workshop. Tues., Jan. 10. 1-4 p.m. $40.

The Telephone: Your Most Important Business Tool. Thurs., Jan. 12. 9 a.m.-noon. $45.

Vendor Payments. Thurs., Jan. 12. 1-4:30 p.m. $40.

Survival Skills for the Administrative Assistant. Wed., Jan. 18, 25. 8:30 a.m.-noon. $70.

Cost Transfers. Thurs., Jan. 26. 9 a.m.-noon. $40.

Travel Expense Processing. Tues., Jan. 31. 1-4 p.m. $40.

CONTINUING EDUCATION

MEDICINE

For program information call 476-4251. To register call 476-5808 unless otherwise noted.

Recent Advances in Neurology. Ritz-Carlton Hotel, SF. Feb. 15-17, 1995.

Molecular Approaches to Laboratory Diagnosis. Ritz-Carlton Hotel, SF. Feb. 18-21, 1995.

Diabetes Update. Ritz-Carlton, SF. Mar. 16, 1995.

Advances in Endocrinology and Metabolism. Ritz-Carlton, SF. Mar. 17-18, 1995.

Annual Review in Family Medicine: Controversies and Challenges in Primary Care. Hotel Nikko, SF. Mar. 29-31, 1995.

Family Practice Board Review Course. Hotel Nikko, SF. July 10-13, 1995.

DENTISTRY

For further information call 476-1101.

Island Dental Colloquium. Ritz-Carlton Mauna Lani, Kona Bay, Hawaii. Jan. 23-27, 1995.

RAPE PREVENTION

Classes, workshops & support groups sponsored by UCSF Rape Prevention Program. Call 476-5222 for more information.

Personal Safety, Rape & Assault Prevention Presentations. By appointment to campus departments & employees in the workplace.

Support Group for Sexual Assault Survivors. Twelve consecutive weekly sessions, 5:30-7 p.m. on a day to be arranged. $5-$25 sliding scale.*

AIDS/ARC/HIV+ SUPPORT

Anonymous & confidential caring, support & training for people with AIDS, those who have tested HIV positive & others affected by the epidemic. Sponsored by UCSF AIDS Health Project. Call 476-6430 for administrative office. Call client services at 476-3902 to schedule required intake interviews for groups (except drop-in group).*

Individual Risk Assessment & Referrals. By appointment.

Facilitated Ongoing Groups. For persons with HIV/AIDS and for caregivers, including a group for women caregivers.

Facilitated Time-Limited Groups. For HIV- gay and bisexual men, for HIV+ asymptomatic persons and for HIV+ heterosexual African-American men.

Monday Night Drop-In Group for HIV+/PWA. Call 476-3902 for location.

CPR TRAINING

Basic CPR. A 3-4 hour course in basic cardio-pulmonary resuscitation sponsored by the UCSF CPR Center. For information & registration call 476-1817.*

CPR Road Show. Traveling CPR demonstration. Sponsored by the UCSF Center for Pre-Hospital Research & Training. For more information call Laura at 476-8502.*

BEAR-LY NEW THRIFT SHOP

The Bear-ly New Thrift Shop is open for shopping and donations. They accept clothing, housewares, jewelry, dry goods and more. No furniture. Part of the proceeds benefits the Hospitals Auxiliary for pediatric and patient amenities. 1752 Fillmore St. between Sutter & Post. Hours: 11 a.m.-4 p.m., Monday-Saturday. Call 921-2789.

THE NEXT DEADLINE

Tues., Jan. 3, 1995 is the deadline for items to be listed in the next calendar, which covers **Jan. 14-27, 1995** (two weeks). Complete information must be received in our office in writing by 11 a.m. on that Tuesday. Mail your copy to Michele Firpo at Box 0462, send a fax to 476-3541, bring it to UCSF/ Laurel Heights, 3333 California St., Suite 103 or call 476-3257.

*Open to the public.

Dec. 17, 1994-Jan. 13, 1995

REGULAR MEETINGS & ONGOING SUPPORT GROUPS

MONDAY

JEWISH WOMEN'S DIALOGUE GROUP: Meets every other Monday. Call 476-6423 for dates & locations.*

UCSF STAFF COUNCIL MEETING: Meets second Monday of each month. Noon-2 p.m. Call 476-5756 for more information.

FRIENDS OF LOIS AL-ANON MEETING: Closed meeting: for friends & families of alcoholics only. Conf. Rm. A, 3rd fl., MCB. Noon. Call 626-5633.*

COLORECTAL CANCER SUPPORT GROUP: Meets on the second and fourth Mondays of each month. Reservations must be made at 929-7114. No drop-ins will be allowed. UCSF/Mount Zion Cancer Center, 2356 Sutter. 6:30 p.m.*

UCSF AIDS HEALTH PROJECT MEDITATION & SELF-HYPNOSIS WORKSHOP: Weekly discussion group for anyone dealing with HIV or AIDS in themselves or others. Gazebo Rm., Davies Med. Cntr. 7-9 p.m. Call 476-3902.*

TUESDAY

SFGH CIRCLE OF SISTERS: Networking forum for black women working & studying at UCSF/SFGH. Meets monthly at noon. Call 476-5222 for dates & location.

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Help-line at 759-7923 provided daily, 7 a.m.-10 p.m.*

CAMPUS AMNESTY INTERNATIONAL MEETING: Meets first Tues. of each month. MU 111W. Noon-1 p.m. Call 566-8406.*

OVEREATERS ANONYMOUS MEETING: OA literature & discussion meeting. N 617. Noon.*

PARKINSON'S DISEASE EDUCATION & SUPPORT GROUP: For people with Parkinson's & their caregivers. Third Tues. of the month. Christ Church, Lutheran, 1090 Quintara (at 20th Ave.). 2-4 p.m. Call 476-9276.*

BREAST CANCER SUPPORT GROUP: For women diagnosed or being treated at UCSF/Mount Zion or UCSF/Parnassus. Meets every Tues. UCSF/Mount Zion Cancer Cntr., 2nd. fl., 2356 Sutter (near Divisadero). 5:30-7 p.m. Pre-registration necessary. Call 885-3693 or 388-3742.*

NURSES' PAIN ASSOCIATION MEETING. Meets the second Tuesday of the month. S 22. 5:30-7:30 p.m.*

BRAIN TUMOR SUPPORT GROUP: First Tues. of the month. S 758. 7:30-9 p.m. Call 284-0208.*

WEDNESDAY

GAY, LESBIAN, BISEXUAL ASSOCIATION AT UCSF MEETING: Meets second Wednesday of each month. Members of the Chancellor's Committee on Gay, Lesbian & Bisexual Issues will be present. Call 282-9650 for more information.

"AT THE HEART OF IT" CARDIAC SUPPORT GROUP: For heart patients to share experiences, successes, concerns & anxieties. An ongoing six-week series. Call Kathleen Congdon at 885-7227.*

SUPPORT GROUP FOR FAMILY/FRIENDS OF THOSE WITH MENTAL ILLNESS: Open to anyone interested in learning more about psychiatric disorders & their treatments. Call Laura Deering-Mayclin at 476-7394 for more information.*

LATIN AMERICAN CAMPUS ASSOCIATION MEETING: Meets second Wednesday of each month. HSW 508. Noon. Call Al Lopez at 476-1334.

LATIN WOMEN COALITION: For Latina faculty, staff & students. Noon-1 p.m. Call Betty Jerez at 476-7117 for meeting places & dates.*

PARNASSUS AL-ANON MEETING: For friends & families of alcoholics. Observers welcome. C 417. Noon-1 p.m. Call 626-5633.*

STEP-FAMILY SUPPORT GROUP: For parents & step-parents. Call Sandra Norberg at 476-6389 for dates and location.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. Conf. Rm. A, 3rd fl., MCB. 12:05 p.m. Call 621-1326 for more information.*

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Help-line also provided daily, 7 a.m.-10 p.m. at 759-7923.*

DIRECTIONS: For women newly diagnosed with breast cancer. Meets every Wed. UCSF/Mount Zion Cancer Cntr., 2nd. fl., 2356 Sutter (near Divisadero). 5-6:30 p.m. Pre-registration necessary. Call 885-3693 or 885-7498.*

SUPPORT GROUP FOR RAPE SURVIVORS: Sponsored by Women's Resource Cntr. Meets every Wednesday. $180 for ten sessions. Intake interview required. 6-8 p.m. Call 476-5222 for location & to pre-register.*

EATING DISORDERS SUPPORT GROUP: Open to anyone dealing with an eating disorder in themselves or others. Meets every Wednesday. M 688. 7-8:30 p.m. Call 332-3425.*

CO-DEPENDENTS ANONYMOUS MEETING: A twelve-step program for people who have dysfunctional long-term relationships. Meets every Wednesday. LP 01 (LPPI basement). 8-9:30 p.m. Call 432-3529.*

THURSDAY

LESBIAN LUNCH GROUP: Monthly on Thursdays. Call 476-5222 for meeting dates & locations.*

HEAD & NECK CANCER SURGERY SUPPORT GROUPS: Separate groups for patients and patients' families meet simultaneously and weekly on Thursdays. UCSF/Mount Zion Cancer Cntr., 2356 Sutter, 2nd fl. 1-2 p.m. Call 885-7623.*

SUPPORT GROUP FOR WOMEN LIVING WITH LIFE-ALTERING ILLNESS: Alternate Thursdays. 6-8 p.m. Call 775-2854 to preregister & for locations.*

FRIDAY

CIRCLE OF SISTERS: Networking forum for black women working & studying at UCSF. Most Fridays. Noon-1 p.m. L 535. Call 476-5836.

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. C 417. 12:10-1 p.m. Call 621-1326 for more information.*

LAKESIDE SENIOR MEDICAL CENTER CAREGIVER SUPPORT GROUP: Meets on the first Friday of each month. $10 per meeting. 2501 Ocean Ave. at Junipero Serra. 2-4 p.m. Call Edith Kaplan at 986-2305.*

For information on 12-step and support groups (other than AA and Al-Anon), call the Mental Health Association of San Francisco at 921-4044.*

ITS COMPUTER CLASSES

Information Technology Services sponsors the following classes. Call 476-2012 for descriptions and registration forms.

- Tues., Dec. 20: *Intermediate Microsoft Word 5.1* (Mac). $160. 9 a.m.-4 p.m
- Thurs., Jan. 19: *Basic Macintosh Skills.* $110. 8:30 a.m.-12:30 p.m.
- Mon., Jan 23: *Introduction to WordPerfect 6.0 for Windows* (PC). $170. 9 a.m.-4 p.m.
- Thurs., Jan. 26: *Beginning Excel* (Mac). $195. 9 a.m.-4 p.m.
- Fri., Jan. 27: *Beginning Word 6.0 for Mac.* $195. 9 a.m.-4 p.m.
- Tues., Jan. 31: *Introduction to Word for Windows 6.0* (PC). $170. 9 a.m.-4 p.m.
- Wed., Feb. 1: *UNIX Electronic Mail.* $110. 8:30 a.m.-12:30 p.m.
- Fri., Feb. 17: *Introduction to Microsoft Windows 3.1.* (PC). $110. 1-5 p.m.

BREAST CANCER SCREENING SCHEDULE

Women can have low-cost mammograms — X-rays to screen for breast cancer — from a mobile van that travels to convenient locations in the Bay Area.

Women need the approval of their physician to have the mammogram, in addition to their doctor's full name, address (including room number & zip) and phone number to assure that results are mailed promptly. The procedure takes approximately 20 minutes and costs $65. To make an appointment call 476-2193 between 9 a.m. & 3 p.m.*

Because the service has become so popular and appointments are filled by the time this calendar is published, we list only dates when the van will be at UCSF locations and when appointments are still available:

- Fri., Jan. 6: UCSF/Parnassus at Medical Center Way.
- Mon., Jan. 30-Wed., Feb. 1: UCSF/Laurel Heights, 3333 California.
- Thurs., Feb. 2: UCSF/Daly City, 333 Gellert Blvd.
- Fri., Feb. 3: UCSF/Parnassus at Medical Center Way.

Upcoming Events

Two new courses open to UCSF community

The Department of the History of Health Sciences is offering two new classes this winter. All members of the UCSF community are welcome to attend.

"Medicine and Society," to be held in HSW 300 Tuesdays at noon beginning January 3, features a series of guest lecturers who will speak on medicine and health care in America. Topics will include orthodox and unorthodox medicines in the 19th century; Freud visits America; VD and World War I; plastic surgery and American beauty; the search for sex hormones and the vision of biotechnology. "Literature, Medicine and Public Health," to be taught in U 456 Thursday evenings from 5:30 to 7:30 p.m. beginning January 5, will employ fiction to introduce topics of current importance in clinical and social medicine, including sickness, disabilities, alcoholism, mental illness, homelessness, teen sexuality and more. For more information, call 476-2766.

Nobel laureate speaks at Keck Center dedication

The Keck Center for Integrative Neuroscience will hold its dedication on Tuesday, January 17. The campus community is invited to attend a lecture by DNA research pioneer and Nobel laureate Francis H.C. Crick who will speak on the topic: "How Do We See Things?" at 3:30 p.m. at Cole Hall.

Crick holds the Keickhefer Distinguished Professorship at the Salk Institute for Biological Studies in San Diego. For more information on the lecture, call James Grant, Alumni Relations, at 476-4725.

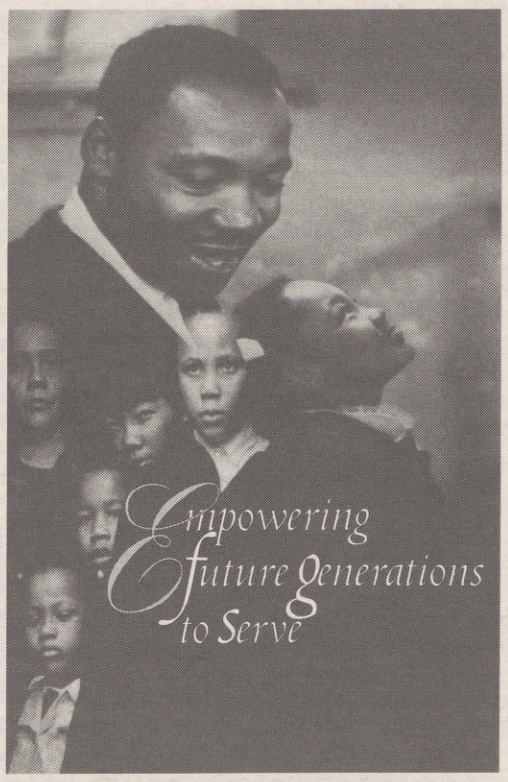
Campus blood drive slated for January 17

The next campus blood drive will be on Tuesday, January 17 in the Millberry Conference Center from 8 a.m. to 6 p.m.

Robert Savala, a resident in the Department of Anesthesia, and Craig Broberg, a third-year medical student, were winners in a raffle of blood donation receipts following a campus blood drive on October 18. Each received a $50 gift certificate to the Washington Square Bar & Grill, a gift donated by the ASUCSF and the restaurant.

Nearly 250 members of the UCSF community at the Parnassus campus offered to donate blood and 218 units were accepted by the Irwin Memorial Blood Centers, sponsor of the drive, which was coordinated by Public Service Programs, formerly called the Campus Tours/Speakers Bureau. School of Medicine students donated the most blood followed by the schools of nursing, pharmacy and dentistry.

UCSF celebrates Martin Luther King Jr. week



(See page 1 for full story.)

Faculty exchange abroad program accepts proposals

The UC Education Abroad Program (EAP) invites Academic Senate faculty members to submit proposals to develop, strengthen and diversify the EAP's academic linkages with foreign institutions and to better integrate study abroad into the UC curricula.

Grants are offered to promote instructional and research linkages between UC and specified partner institutions and to develop or enhance programs for UC students at specified foreign institutions. Exchanges with specified institutions in Australia, Austria, Brazil, Canada, Chile, China, Denmark, France, Germany, Italy, Japan, Korea, Singapore, Spain, Sweden and Taiwan may be funded.

Proposals are due Wednesday, February 1, 1995. Contact the UCSF EAP office for application information by calling 502-2962.

7th National AIDS Update Conference

"Health Care Reform: HIV Today and Tomorrow," is the theme of the 7th National AIDS Update Conference slated for January 31 through February 3 at the San Francisco Moscone Convention Center.

The theme reflects the changing nature of HIV and AIDS-related care as well as the changes the epidemic has brought about in health care in general and particularly in relationship to health care reform.

Sponsored in part by the UCSF AIDS Health Project and the UC EPI Center at SFGH, the conference includes workshops about prevention and education, policy and administration, care and services, treatment and cultural issues. Speakers include Philip R. Lee, assistant secretary for health, Department of Health and Human Services in Washington DC and former UCSF professor and director of the Institute for Health Policy Studies.

Registrations are processed in advance if received by January 10; after that date, participants can register at the conference. For more information, call 255-1295.

Gladstone presents lectures January 10, March 7

The J. David Gladstone Institutes present Eric S. Lander, a member of the Whitehead Institute for Biomedical Research and a professor of biology at MIT, as the 1994 Gladstone Distinguished Lecturer in Genetics on Tuesday, January 10, at 3 p.m.

A Rhodes scholar, Lander is a geneticist, molecular biologist and a mathematician, with research interests in human genetics, mouse genetics, population genetics and computational and mathematical methods in biology.

Nobel laureates in medicine Michael S. Brown and Joseph L. Goldstein, both from the University of Texas, Southwestern Medical Center at Dallas, will give the 1995 Gladstone Distinguished Lecture in Cellular and Molecular Biology on Tuesday, March 7, at 11:30 a.m. Both events will take place in the Carr Auditorium at SFGH.

Black Heritage Month features film, lectures

Black Heritage Month begins Tuesday, January 7, with a film that examines race relations in America through the lens of primetime TV. Sponsored by the Women's Resource Center, the film "Color Adjustment" will be shown twice in Toland Hall from noon to 1:30 p.m. and 5:30 to 7 p.m.

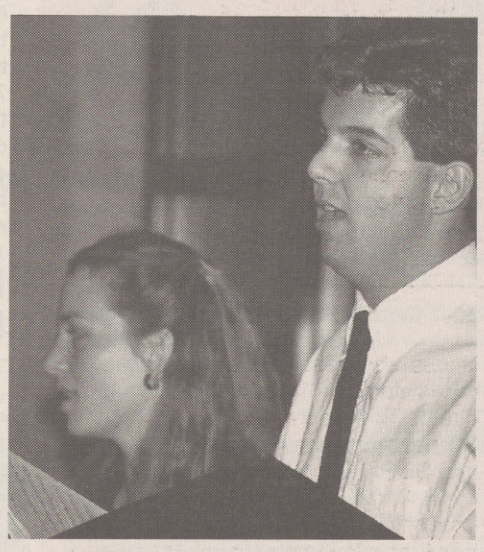
On Wednesday, February 15, Public Service Programs presents the Brown Bag Lecture, "Discrimination in Medicine: Why We Can't Tolerate it any Longer." The lecture will be held in HSW 300.

In another lecture entitled, "Black, Female and Proud: A Survivor," learn how racist and sexist myths about African-American women continue to be fostered in the US. Sponsored by the Rape Prevention Education Program, this lecture will be held in Toland Hall from noon to 1 p.m.

The Women's Resource Center sponsors "Skin Deep: Women on Color, Culture and Identity," a lecture in Toland Hall from noon to 1:30 p.m.

All these events are co-sponsored by the UCSF Black Caucus.

Fun Zone



Campus crafts, caroling and more caroling

The scene around the halls of the campus recently were the likes of (clockwise from top) Rudolph-nosed children from the Child Care Study Center, who were caroling in lobbies and waiting rooms; the fourth annual Holiday Celebration featuring The Vocal Chords, the all student a'cappella chorus; and employees selling their wares at EMPACT!'s Holiday Crafts Fair.

Ski cabin rentals

Four cabins at North and South Lake Tahoe are available for rental on weekends and midweek through April. Cabins have modern kitchens, four bedrooms that sleep 12 people, plus fireplace and central heating. Call 476-2078 for rates and reservations. The last issue of *Newsbreak* listed the wrong number.

Discount ski lift tickets

Discount ski lift tickets are now available at the Millberry Central Desk. Tickets for Northstar and Sierra, regularly priced from $36 to $42 are $33. Kirkwood lift tickets regularly $39 are $34.

Back country skiing

Sign-ups have begun for a clinic focusing on the basic knowledge, skills, equipment and clothing needed to spend a fun, safe day in the back country skiing. Clinic has short, wide back country skis that are easy to use, control and turn. Weekend excursions depart Friday evenings and spend two nights in a cabin. Attendance at the classroom session on Tuesday, January 3, at 7 p.m. is mandatory. Call 476-2078 for more information.

Winter recreation

Millberry Fitness Center's winter classes ranging from caligraphy to modern dance begin registration Tuesday, January 3, for UCSF students and Friday, January 6, for the general public. For a class schedule and more information, call 476-1115.

Intramural sports

Get a team together for winter intramural sports including co-recreational volleyball, basketball, indoor soccer and towerball. Entry forms are available at the intramural display table in the Millberry Fitness Center beginning Monday, December 12. Action begins the third week of January. Call 476-0356 for more information.

Crime Corner

ATM phone call scam

Personal Safety coordinator Christine Yee reminds people never to release any kind of personal information to callers, especially if you have recently lost an ATM or credit card.

There have been numerous incidents reported to UCSF Police from people who say they've been victims of a scam whereby a person calls and identifies her/himself as a bank official or store representative. The caller states that there is increased activity on the account and wants to verify appropriate usage. The victim checks her or his wallet and notices the card(s) missing. Unknowingly, the victim releases information like the PIN number, mother's maiden name and social security number.

The criminal uses the PIN number and takes money from the account. The suspect also has sufficient information and documents to open new accounts in the victim's name.

All stolen ATM and credit cards should be reported to the bank and UCSF Police if the incident occurred on UC owned or leased property. If the robbery took place on the street, home or public/private property, contact your local law enforcement.

Impersonator update

The UCSF Police Department is continuing its investigation of the adult male suspect who impersonated a doctor at two UCSF hospitals this fall.

Sgt. Lorin Stracke reports that one suspect has been ruled out by all witnesses who saw the impersonator on pediatric wards of Long Hospital on September 24 and UCSF/Mount Zion Medical Center on October 7. There have been no new reports since then.

Police are now investigating another lead about a possible suspect.

Cocaine arrest

A janitor at UCSF/Mount Zion Medical Center was arrested November 16 for posession of cocaine, UCSF police say.

Sgt. Lorin Stracke says police made the arrest while the janitor was at work.

Feed the hungry

Fewer people will have to go hungry this holiday season if UCSF employees donate food. The annual holiday food drive continues through Wednesday, December 21. Look for a food bank barrel in your campus area.

Sponsored by the Chancellor's Staff Advisory Committee, the food drive benefits the San Francisco Food Bank. For more information, call Chris Yee at 476-5683 or Byron Sigal at 476-1616.

Wanted: research grant applicants

The Academic Senate Office announces the call for applications for grants from the Committee on Research Shared Equipment, the Committee on Research Individual Investigator Research and the Committee on Research Travel.

Deadline for the equipment grant is Tuesday, January 17, at 4 p.m. Applications will be reviewed in February and awards will be given from March through June.

Applications for the individual investigator research grant are due Tuesday, April 4, at 4 p.m. Applications will be reviewed in May and awarded in July through June 1996.

The contact person for both grants is Annie Bruster at 476-1308.

All Academic Senate members, emeriti, regular, in-residence, professor or clinical, and non-Senate members, clinical, adjunct, research and lecturer titles, and those with pending appointments are eligible for funding as principal investigators.

Travel funds from the Committee on Research Travel are available to Academic Senate members only. A maximum award of $500 per applicant may be granted once a year to present a paper or poster at a meeting of a learned society or conference. Applications for Travel Expenses (Form U196) are available in all departments. For more information, call Brenda Choy at 476-4245.

Money Matters

Even smart people do dumb things with their money

UCSF financial planning director John Beeson tells the story of a man who had all his money invested in EE Savings Bonds, even though his objective was growth — potentially faster and greater returns on his investments. "When I asked him why he was purchasing EE bonds, he stated 'My father said it was a good investment,'" says Beeson.

This is an example of how people overlook or do not understand key features of an investment and end up badly burned.

The following is Beeson's Top 10 list of some of the more common mistakes:

1. Doing nothing. People who have huge amounts of money in their checking accounts are usually guilty of this. This happens because they are overwhelmed by the semantics and concerned with the inherent conflicts of interest in most financial representatives' advice. The result is their money sits there and gains little. Often they get frustrated and make mistake number 2.

2. Buying on a cold call. In the worst case, the pitch is for something like precious metals or commodities, and investors write a check without seeing a single prospectus. Then they compound the problem by sending the check by overnight service, allowing the salesman to avoid running afoul of federal mail fraud laws.

3. Buying last year's hot investment. Investors who do this may be seeking confirmation that they are buying smart. In reality, however, most of the time they are buying late.

4. Forgetting to monitor what is going on. Buying and holding is often smart. But holding without watching can leave an investor riding a stock or fund all the way to the top and all the way down again.

5. Getting bonds backwards. When interest rates go up, long-term bond prices go down. But some people don't get the inverse relationship. Although they correctly anticipate that interest rates are going up, they make the mistake of buying bonds during this unsettled period.

6. Thinking that fixed income means fixed value. It's amazing how many people assume a $25,000 bond will be worth $25,000 from the time it is issued until the time it matures. Actually, the value will almost always be higher or lower, depending on changes in interest rates.

7. Confused by the word "guarantee." Just because an investment is "guaranteed" doesn't mean you won't lose money. For instance, insured bonds protect you from default, but market conditions still can bring you a big loss in your portfolio. Some people see guarantees where they don't exist.

8. Overdoing a tax advantage. Some people purchase municipal bonds in tax-sheltered accounts thinking that when the money is withdrawn, it will be tax free. This is totally wrong, because regardless of the investment all proceeds are taxed as ordinary income.

9. Putting it in the wrong name. Estate planning is often undone by this common mistake. If property is held in joint name with rights of survivorship, it won't matter what the will provides because the property will go to the survivor automatically.

10. Forgetting the last step. Many people go to great lengths to do financial planning but never finish the process. For example, creating a trust but not putting any assets in it.

Editor's Note: John Beeson, who has been director of financial planning for eight and a half years, is leaving UCSF at the end of this year and will open his own local office. Mary Kahn will direct financial planning and benefits services, and can be reached at 476-1400.

Fund performance figures as of Nov. 30

For those invested in the 403(b) Plan and the After-tax Plan, here are the latest unit values and monthly factors (as of November 30, 1994). The annualized yield reflects the annual yield that could be achieved if the current monthly rate were compounded for one year.

	Monthly Factors	Annual Rate	Annualized Yield
Savings	.0054	6.52%	6.63%
Money Mkt	.0041	4.95%	5.0%
ICCF	.0062	7.49%	7.64%

	Unit Values	12-Month Change	3-Year Avg. Annualized Return
Bond	$57.91	-11.4%	6.8%
Equity	$104.43	7.1%	11.5%
Multi-Asset	$14.86	2.6%	8.2%

The investment results, as measured by total return figures given above, represent past performance and should not be considered indicative of future results. For information call 476-9256

Medsounds Continued

Visitors to wear name tags after hours

Visitors entering the Medical Center when the main entrances have been closed must wear name badges with the date and their intended destination while on the premises.

Based on the existing policy that requires staff to wear photo ID badges while on Medical Center grounds, the purpose of the visitor identification policy is to boost the security of patients, visitors, faculty, physicians, volunteers, students and staff of the Medical Center, says Dan Shydler, assistant director of Medical Center administration.

After reviewing a number of documented cases of individuals found in waiting rooms, patient care units, staff/physicians' locker rooms and in other parts of the Medical Center who had no legitimate reasons for being there after hours, the Medical Center Safety Commitee decided to implement the policy, Shydler says.

With the exception of the Emergency Department, all entrances to the main hospitals are locked at 10:30 p.m. on Parnassus, 9 p.m. at Mount Zion and 7 p.m. at LPPI.

Employees who enter after these hours will be required to display their campus photo identifcation card and/or provide identification to security guards on duty at the Emergency Department or at LPPI. Employees who enter without their ID badge must submit another type of identifcation so security guards can verify their employment status with staff at their work site.

These policies, which became effective at Mount Zion on November 18, will begin on the Parnassus campus on Monday, December 19.

Security guards will issue visitors temporary name badges only after:

- ♦ Asking the purpose for their visit;
- ♦ Getting the name and location of the patient they intend to see;
- ♦ Verifying their name with a driver's license or another type of ID;
- ♦ Recording their name in a log; and
- ♦ Calling the unit.

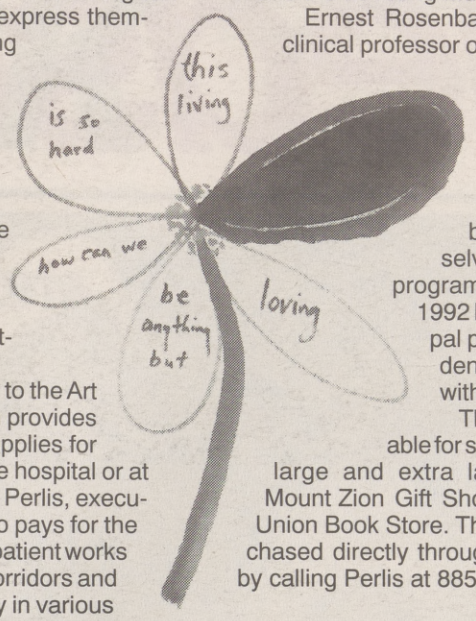
Visitors staying overnight in the Medical Center will be issued name badges by individual nursing units.

Visitors must wear the name badges at all times while on Medical Center grounds until 6 a.m. Name badges will be color-coded to correspond to the different parts of the Medical Center.

T-shirt sales benefit Art For Recovery

Art for Recovery is selling T-shirts to support the program that gives patients battling cancer or AIDS a chance to express themselves by drawing, painting or making collages.

The T-shirts feature the question "this living is so hard, how can we be anything but loving" painted on the petals of a flower as pictured to the right. The T-shirts are underwritten by Charles and Barbara Goodman of San Francisco, supporters of Art for Recovery.



All proceeds go directly to the Art for Recovery Fund, which provides money to purchase art supplies for patients to use while in the hospital or at home, according to Cindy Perlis, executive director. The fund also pays for the framing of more than 200 patient works exhibited in the hospital corridors and throughout the community in various locations, including the San Francisco Airport and the deYoung Museum.

Ernest Rosenbaum, oncologist and clinical professor of medicine at UCSF/Mount Zion Medical Center, began Art for Recovery in 1988 as a way for patients to learn to cope with their illness by expressing themselves through art. The program was expanded in 1992 by establishing a pen pal program that has students exchanging letters with the artists.

The T-shirts are available for sale for $17.50 in sizes large and extra large in the UCSF/Mount Zion Gift Shop and the Millberry Union Book Store. They also may be purchased directly through Art For Recovery by calling Perlis at 885-7221.

IPG *(from page 8)*

health care providers who volunteered to join the IPG to develop and apply new goals for "patient-focused" care. He is currently negotiating with the dermatology, ob/gyn and orthopaedics departments to designate physicians who will work side by side with primary care physicians in the IPG.

"Doctors very clearly understand that the IPG represents a major shift in emphasis," McAf ee says. "There's been a lot of teeth-pulling and horse-trading, but I think we've agreed on the work standards necessary to make the practice successful."

All primary care physicians in this group must be available to work at least five sessions or 15 hours a week including Saturdays and evenings. "It's all about access for patients at times that are convenient," adds Suzanne Sullivan, assistant director of ambulatory care.

Administrators agree the ultimate way to learn about managed care is not only to go to the source — UCSF has linked part of its residency program with Kaiser Permanente — but also to start practicing it. Paul Lairson, a consultant who has worked for Kaiser on issues such as managed care and health care reform, is working as interim medical director of Integrated Practice and Primary Care. Lairson has overall responsibility for the UCSF Integrated Practice Office, formerly known as the HMO Programs Office. That office oversees enrollment, member and provider relations, claims, and quality management at all delivery sites.

Lessons learned in the plaza level IPG will be shared throughout the entire institution. "The practice will be a microcosm for learning about managed care," explains Sullivan. "Part of the reason people don't like HMOs is because of the gatekeeper effect that restricts access to specialists, but the IPG is trying to encourage better communication between primary care providers and specialists through the use of clinical guidelines and collaborative practice."

Indeed, the IPG's three practice locations are working on changes in registration procedures and developing a common infrastructure that will later support the campus' overall managed care efforts. For more information on the IPG, call 476-2551.

Home *(from page 8)*

during the holidays, when patients' feelings of loneliness and depression escalate. But others are too ill to know what day it is let alone pay attention to the seasons.

Mark Pretti, a home care physical therapist, says caregivers need support, too. "Families and friends who are involved in the patient's care need to be taught how to take care of them. Sometimes the caregivers are more happy to see you than the patient because they need someone to talk to who knows the situation and understands their frustrations."

Mocsny and Pretti are among six UCSF/Mount Zion Home Care employees who were honored for their hard work at a regional meeting of home care providers in Burlingame. Nominated by their co-workers for their dedication to the job, Mocsny tied with Linda Andrews as top nurse while Jane Hong, a social worker; Shelly Suennen, intake clerk; and Katherine Wilson, a home health aide; also were recognized for their outstanding service.

Providing nursing, physical therapy, nutritional advice, social work and other services such as bathing, shopping and cooking, UCSF/Mount Zion Home Care makes about 57,000 house calls a year to patients throughout the Bay Area from Solano to San Mateo.

The majority of patients are referred for home health care from Moffitt/Long and Mount Zion hospitals with services planned according to physicians' orders and patients' individual needs. Home care liaison nurses at both hospitals help coordinate the care.

With the length of care per patient averaging 12 visits at the cost of less than $2,000, home care is considered a cost-effective service to avoid hospitalization and the high bills associated with it, Little says. But despite its potential for huge savings and the emotional advantage for patients being treated in their own houses, the home health care business was scheduled for financial cutbacks in all major health care reform plans presented during the national debate, Little says.

Little

Little, who has seen the business triple during her six-year stint as director, says there's little knowledge about home care, which she and others consider part of the solution to soaring health care costs.

One of the more popular home health care services offered is to new mothers who need answers to a myriad of questions, instructions on breast feeding as well as check-ups for both them and their babies. But the bulk of the home care case load is for seniors over age 65, the fastest growing segment of the general population, Little notes. "Many times we find elderly patients being cared for by elderly children and spouses who need help," she says.

Medicare, workers' compensation, MediCal, private payers, HMOs and private insurance companies pick up the tab for home care. UCSF/Mount Zion Home Care will verify if a patient's insurance plan covers the service and will bill on their behalf.

The Mount Zion home care was established as a hospital-based program in 1955. Even before UCSF's affiliation with Mount Zion, the two home care programs became jointly affiliated in 1985.

For more information about UCSF/Mount Zion Home Care, call 476-9164. Questions about patients referred to other agencies may be directed to the home care liaison nurses at 476-0813 at UCSF and 885-7529 at Mount Zion.

VIP *(from page 8)*

will report on his remarks and their implications in the January 28 issue of *Medsounds.*

The Medical Center's plans to respond to the demand for high-quality and low-cost services are part of the Value Improvement Process (VIP), an evolving effort that focuses on managing costs while improving quality to attract and keep more patients. Patients are necessary to support UCSF's missions of teaching, health care and research.

VIP is based on the belief that each service being provided can be made more effective and cost-efficient, and therefore become a better value for patients. Because value is inextricably linked with cost and quality of service, both of these issues must be reviewed and revamped for the process to work.

In this case, value improvement is more than just a conceptual term, it is a plan for action to build on the Medical Center's many strengths."What we are looking to do is a lot of work redesign that will allow us to restructure our organization and processes to be able to respond to the changing marketplace," says Karen Akerson, assistant director of administration and coordinator of the VIP.

Some of the likely changes will be structural, others cultural. In an academic environment, for example, consensus building is the norm. But when decisions have to be made quickly to meet the demands of the marketplace — decisions that can affect everything from who is employed to what tasks they perform — the constant cycle of meetings necessary to form a consensus can result in missed opportunities.

The challenge, administrators say, is to balance the need for speed and decisiveness with clear, constant and sensitive communication to managers and all other employees so that when the anticipated budget cuts and downsizing occur, their rationale is explained simply and well. Failing to address employees' anxieties may result in moving the organization farther from, rather than closer to, its desired goals.

With that in mind, the Medical Center has invited William Bridges, author of the national bestseller "Managing Transitions," to speak at a management meeting Friday, January 13. Bridges explains in the book how "failure to identify and be ready for the ending and losses that change produces is the largest single problem that organizations in transition encounter." He stresses the "need to bring losses out into the open" simply and directly. Administrators are expected to follow that advice. "I know the organization is anxious and with good reason," Schroffel says. "This is one of the most challenging times in our history."

Managing costs

As stated above, teams will be developed among nursing, operations, marketing and finance departments to identify further cost reductions throughout the Medical Center. An in-house consulting team, including assistant directors Jane Hirsch, Duane Brown, Ron Lipsy, Eric Saltmarsh, Tim Wemple and Akerson will be responsible for reviewing the ideas, setting priorities and creating a list of potential savings that would be used to project the Medical Center budget.

The consulting team "will work much differently than a traditional task force because it will be a much more concentrated, dedicated process that will allow us to create a plan to accomplish major changes," Akerson says. The idea is that the team will eventually create a pool of internal consultants working within the Medical Center to improve communication and serve as a think tank to develop new strategies to survive.

Improving quality

Building upon the Medical Center's strong foundation of service, the goal to improve quality will be achieved by training staff to understand and accept the rationale for the value improvement process. Administrators have identified the following 10 action items necessary to position the institution and help employees through the process:

1) Establish multiple communication channels to provide information to all faculty and staff.

2) Clearly communicate at all levels of the organization the need to embrace change and to understand the need for change.

3) Establish a group to review and rewrite the Medical Center's mission statement to incorporate the new partnerships with the schools and the Clinical Practice Organization.

4) Form "action teams" to address specific problems in service delivery.

5) Renew components of the "service excellence" program and extend it to the appropriate areas on campus.

6) Redesign the orientation process for new employees.

7) Focus and reward employees for identifying and solving problems for patients.

8) Develop the appropriate information supports for directors and managers and establish education sessions that support the new ways of working and thinking.

9) Create self-directed work teams that give workers the skills to better manage themselves.

10) Develop measurement tools and reward systems for the action steps that are meaningful and appropriate for each area.

HIV *(from page 8)*

has no caps to the number of MediCal patients we serve. Many of them can't get care elsewhere because of their insurance status."

Asked what the future may hold for the HIV Clinic, Hollander says, "I think the focus will continue to be delivering the highest level of care and consultation to people with HIV disease without regard to reimbursement issues."

The HIV Clinic currently has clinical trials open for the following conditions: oral apthous ulcers, painful neuropathy, CMV retinitis, PML, anal neoplasia and MAC infection. The clinic also is part of a national study of antivirals in people with CD4 counts below 50.

For more information about any of these studies or about the HIV Clinic, call Sue Forstat at 476-3226.

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UCSF Medsounds

Page 1 ... Martin Luther King Jr. Award winners announced

Page 1 ... UCSF hosts town hall meetings for employees

Page 3 ... Sex during the Civil War uncovered

Medsounds is a section of *Newsbreak* for and about employees of the Medical Center, including Moffitt-Long, the ACC, UCSF/Mount Zion and Medical Center employees at Mission Center and Laurel Heights.

Lisa Cisneros

A push for primary care

Josephine Hamilton of San Francisco shows her Christmas spirit on a recent trip to the Medical Center to get booster shots for her identical twin 10-month-olds, Dashaunda Bryant, backseat, and Trashaunda Bryant.

UCSF offers patient-focused, HMO-style practice group

Integrating primary health care

By LISA CISNEROS

In response to market pressures and reform demands, UCSF will soon begin offering a new patient-friendly integrated practice to primary care HMO patients.

Part of the School of Medicine and Medical Center's plans to make health care more accessible and accountable to patients, the new Integrated Practice Group (IPG) is a prototype HMO-style project that aims to offer cost-effective, quality services. The IPG will begin operation in January at a new plaza level clinic at the ACC as well as at Lakeshore and UCSF/Mount Zion sites.

Primary care providers will work with front-line specialists, including dermatologists, opthalmologists, orthopaedists and obstetricians/gynecologists, to provide a continuum of coordinated health care that administrators hope in the "short-term will manage costs and in the long-term prevent disease," says Bruce Wintroub, associate dean and chair of the IPG subcommittee of the Clinical Strategies Committee which is organizing the venture.

"In addition to believing that this [IPG] is critical for the survival of UCSF and its teaching role, I also believe it's a good way to practice health care with attention to the most efficient and effective means to provide the best quality of care for patients," says Tom McAfee, medical director of the IPG at Lakeshore and Parnassus Heights. "I am personally and professionally challenged and excited about the project."

Health care reform, particularly managed care, emphasizes primary care and a team-work approach. McAfee directs a team of

(See **IPG** *on page 7)*

Plan to offer better value to patients

By LISA CISNEROS

To prepare and respond to the inevitable changes in the way it does business, the Medical Center is making an effort to add value to the services it provides by improving quality and reducing costs.

To accomplish this, the Medical Center has established teams of representatives from various departments that will be challenged to reduce costs even further by January 6. Another newly formed team will serve as internal consultants to review and prioritize those ideas to be used to project the overall institutional budget as soon as possible.

"This is not going to be easy," says Bruce Schroffel, associate director of operations. "In my mind we're going to go through some difficult times and we need to maintain and improve services and that's going to be a challenge when we're reducing expenses."

The Medical Center's financial position continues to change significantly due to a number of economic factors, including the fact that increasingly sophisticated third-party payers seek the lowest price for the best services and the number of hospitalized patients continues to decline. Administrators say the loss in revenues led to the current $7 million budget deficit, a problem which warrants immediate response to compete effectively in the marketplace.

Medical Center Director Bill Kerr will explain the specifics of the ongoing fiscal problems at a management meeting at 3 p.m. Monday, January 23, in HSW 300. *Medsounds*

(See **VIP** *on page 7)*

Paying homage to HIV caregivers, patients

By LISA CISNEROS

A disease that pulls on the heartstrings of humanity resulted in carefully sewn quilts honoring those who have died from AIDS and those dedicated to fighting it.

Three quilts were unveiled recently in two emotional ceremonies at UCSF/Mount Zion and at the ACC.

Employees at UCSF/Mount Zion led by administrative nurse Laraine Ferguson and Gerri Zackery, a medical records receptionist, created two quilts with the names of employees who died from AIDS emblazoned on yellow stars. Names of employees who sewed the quilts are contained in a pocket on the backside. With the 1994 World AIDS Day theme, "AIDS and Families," the Mount Zion family came together in solemn prayer and soulful song to remember their colleagues in a special tribute December 1.

Employees of the UCSF HIV Clinic on the Parnassus campus commemorated 10 years of serving the AIDS community on December 7. Sue Forstat, a LVN, made her idea of a quilt designed by those who have worked at the clinic a reality. "This has been the most interesting and exciting job I ever had," says Tina Clark, a nurse who provides care to mothers and children. Clark sewed multiple layers of hearts on the quilt as a symbol for her love for her work.

"This is a very compassionate place," says Jack Hepworth, an AIDS patient. "At a basic level, it is well-run, appointments are kept on time. But in a larger sense, you have taken the time to know who I am."

Decade of dedication

When the HIV Clinic opened its doors in August 1984, a staff of four saw 17 patients during the first month. Today, with clinical and research programs combined, the staff of 17 cares for about 600 patients per month, says Harry Hollander, associate professor and director of the HIV Clinic since the start.

"I've always felt that HIV and AIDS patients really need a special type of care that goes beyond treating them with medication," says associate physician Jason Tokumoto, an infectious disease specialist who has worked three years at the HIV Clinic. "You really have to show a lot of compassion and build a solid relationship with them and their families because it's a chronic illness."

Serving a patient load of 75 percent San Francisco residents and the balance from throughout the Bay Area, the clinic is the fourth largest provider of care to those infected with HIV in the city.

"The care we've provided has evolved into more specialized areas, including the Women's HIV Clinic and AIDS neurology on the clinical side," Hollander explains. "And we've built an active research program with independent clinical research as well as collaborating in clinical studies with faculty."

The clinic is funded by a combination of sources including federal funding from the Ryan White Care Act for women's care, hospital support for physician activities, state and NIH research grants and third-party payers.

"More than half of the people we see have MediCal insurance," Hollander says. "I think it's important for people to know that UCSF

(See **HIV** *on page 7)*

Lisa Cisneros

LVN Sue Forstat sits with AIDS patient Jack Hepworth of San Francisco after the quilt commemorating employees of the HIV Clinic was unveiled at the ACC.

Lisa Cisneros

Gerri Zackery, a medical records receptionist, reads names of UCSF/Mount Zion employees who have died of AIDS.

House calls critical during holidays

By LISA CISNEROS

Most people would agree there's no place like home for the holidays, especially when the other choice is a hospital room.

This time of year UCSF/Mount Zion Home Care is particularly busy making house calls to the sick and injured patients who'd prefer ringing in the New Year in a familiar place.

"It's the busiest time for us because hospitals empty out for the holidays," says Connie Little, director of Home Care. "We will be staffing to assure that patients are hooked up with our services and others that they need."

Little and the Home Care crew of 100 were among health care workers throughout the US to recognize National Home Care Week recently.

"For me, I found my niche in home care because I like to work one-on-one with patients, which is rare in a hospital setting," says Susan Mocsny, a nurse who makes 26 house calls a week to patients living in the Mission District and South of Market Street areas. "When I enter into a patient's home I not only have to be a nurse, but part psychiatrist and social worker."

The need for attention can be more crucial

(See **HOME** *on page 7)*